

## **Diversity Dialogue Implementation Plan**

### **What is the Diversity Dialog Project (DDP)?**

The DDP is a facilitated dialog process in which small groups of employees come together in an open, non-judgmental and comfortable environment to discuss differences based on many dimensions of diversity that are brought into the workplace on a daily basis.

### **Purpose**

The purpose of the DDP is to facilitate a deeper understanding of diversity issues among Center employees. Emphasis is placed on enhancing personal growth and effectiveness through the processes of listening, introspection, finding meaning, and building acceptance for differing perspectives.

### **Project Objectives:**

Dialog participants will:

- Share perspectives on workforce diversity issues at GSFC
- Raise awareness of the impact of diversity on workforce effectiveness and creativity
- Confront assumptions, perceptions, stereotypes that impede personal effectiveness
- Identify behaviors that promote mutual respect for divergent perspectives
- Examine the role of GSFC employees in creating positive change
- Support GSFC mission accomplishment through ongoing diversity dialog that enhances workforce effectiveness

### **Project expectations:**

- Enhance personal growth and development
- Provide an opportunity for surfacing diversity issues
- Foster individual perspective and behavior change
- Help participants understand and model appropriate work place behaviors

Project is not expected to:

- Provide an organizational solution to diversity issues, although a residual benefit of the project may be organizational change
- Remedy the past
- Continue or replace the MCEP

### **Benefits:**

- Creates awareness and greater understanding of individual differences
- Offers more broadly based approach to diversity than traditional training
- Provides opportunity to ask questions about differences and cultures
- Allows employees to learn about differences, correct stereotypes and erroneous assumptions
- Learn how to effectively and appropriately communicate with others
- Provides a safe network to discuss attitudes, assumptions, and stereotypes

### **Message:**

- Forum to learn and appreciate differences
- Opportunity to broaden perspectives